

THE DEPARTMENT

The Physical Education & Sports department at St Albans High School for Girls has an aspirational and inclusive vision of sport and physical activity. Our objective is to provide an environment that enables every student to be physically active and understand the value of having a healthy, active lifestyle. We aim to support our students in developing a strong habit of exercise and an appreciation of its value, which is instilled through the delivery of a modern and engaging curriculum. Students are provided with a high standard of experience which does not favour one area of the programme at the expense of another; this is delivered through the Active STAHS and Team STAHS co-curricular programmes. Both programmes enable students to develop confidence, character, and resilience and, as a result, aim to reduce stress and anxiety whilst improving determination and motivation. We also have a full strength and conditioning programme with a specialist S&C coach to support.

Recreational physical activity and competitive sport are both highly valued, and we strive to ensure that every individual's experience of competitive sport is both aspirational and inclusive. STAHS has a tradition of producing sportswomen who perform at both national and international levels in a variety of sports. Those competing at this level are supported through the Talented Athlete Support Programme. This includes specialist speakers and mentor sessions once every half term for students, S&C, speakers for parents, and trip to universities such as Bath to enrich understanding of elite performance and sports science.

Working to deliver the department's strategic vision is a highly talented and experienced team of PE teachers and coaches. The department operates a full six-day sporting programme and enjoys an enviable record of sporting excellence at county, regional, and national levels in Netball, Lacrosse, Football, Aesthetics (Gymnastics, Trampolining and Dance), Swimming, Athletics, Tennis, and Skiing. Sport Scholarships are available in Year 7, Year 10, and the Sixth Form. The Physical Education department is heavily involved in the organisation and running of major sporting trips and tours. Last year students had the opportunity to experience sporting culture in Australia.

STAHS has excellent sporting facilities. On-site, our sports complex boasts a full-size sports hall, 25m indoor swimming pool, dance studio, and gym, as well as an outdoor netball court and astroturf. Off-site sports facilities include two lacrosse pitches, seven floodlit tennis courts, five floodlit netball courts, and a 3G football pitch. In addition, we utilise a number of local sports facilities including a 400m athletics track, floodlit astroturf, and full-size cricket pitch. These facilities enable us to deliver a dynamic programme of co-curricular sport and physical activity, alongside a diverse and modern curriculum of core PE and Games. Years 11-13 participate in a weekly programme of physical activity with the independence and flexibility to choose what they wish to do.

THE ROLE

The Teacher of Physical Education will be responsible for teaching and coaching a variety of sports as part of our PE and Games curriculum and be able to support our curricular and extra-curricular programme; this includes participating in the school's schedule of fixtures and activities during the week and at weekends. There is an expectation that the postholder will work Saturdays when fixtures, activities and/or training is scheduled.

Strong knowledge of either netball or football is essential and experience coaching to a high level would be an advantage. Head of sport opportunities may also be available to the right candidate. The successful applicant will take a proactive role in growing and sustaining the current provision.

This is a permanent position offered on a full-time basis. The preferred start date for this position is September 2026.

Experience of teaching GCSE/A-level is desirable but not essential. Applications from ECTs are welcomed as we are able to offer an outstanding programme of support for our early career teachers.

This position involves contact with children and will amount to regulated activity as defined by Keeping Children Safe In Education (KCSIE) for safeguarding children and safer recruitment.



RESPONSIBILITIES

All teachers are appointed by the Head and are expected to:

- Plan and prepare relevant material to teach classes allocated to them, according to the policies of the department(s) to which they are accountable.
- Participate in the arrangements for preparing and assessing pupil's work for public examinations.
- Work positively and co-operatively as a member of a team to include liaising and working with colleagues in operating mark schemes, researching materials, keeping abreast of new developments and developing new courses.
- Take part in professional development including training.
- Share in pastoral responsibility for all pupils in school and especially for those in their tutor or teaching groups, liaising where appropriate with pastoral staff.
- Maintain good order and discipline among pupils, safeguarding their health and safety at all times when they are the responsibility of the school. The teacher must be familiar with the school and departmental policies on discipline and health and safety.
- Share in supervisory and general duties; uphold good standards of behaviour and punctuality among pupils.
- Attend staff meetings and participate in working groups as required.
- Attend assemblies and as often as is reasonable other school functions, playing an active part in wider aspects of school life including extra-curricular activities.
- Promote and support sports activities and events throughout the school year.
- Fully participate in the provision of co-curricular activities during and after school and at weekends.
- Take a lead in the care of equipment and resources and report any damage to the Maintenance Team and the Director of Sport.
- Promote developments within PE and Sport using recognised departmental channels, such as Instagram and a fortnightly newsletter.
- Attend Parents' Evenings.
- Be a part of the School's performance management programme.
- Adhere to School policies.

In addition to the above, the post holder will carry out any other professional duties as reasonably required by the Head.

The High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

The successful candidate will be required to fulfil all of the duties, as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

QUALIFICATIONS & EXPERIENCE

The following qualifications and skills are **essential**:

- Degree level qualification.
- Expertise in a major STAHS sport.
- Strong level of scholarship in PE.

The following qualifications and skills are **desirable**, but not essential:

- Post graduate professional qualification e.g., PGCE. (training opportunities may be available for unqualified teachers).
- Experience of teaching.
- First Aid and Lifesaving Qualifications.
- Ability to coach a summer sport including Tennis, Athletics or Cricket.
- Strong individual academic record.
- Ability to teach examination PE at GCSE and/or A Level.
- Involvement in sporting activity outside the school environment.

SKILLS & KNOWLEDGE

- Excellent time management.
- Excellent communication skills, both written and verbal.
- Proven organisational ability.
- Ability to prioritise workload.
- Ability to multi-task in a calm manner during busy periods.
- Resourceful in approach.
- Ability to work effectively as part of a hardworking department.
- Ability to inspire pupils with a love of sport and enthusiasm for learning.

PERSONAL QUALITIES

- Flexible and able to accommodate changes in work priorities.
- High professional standards of oneself and pupils.
- Ability to think creatively and demonstrate initiative.
- Commitment to the School's extra-curricular programme.

PHILOSOPHY AND ETHOS

- A commitment to safeguarding and promoting the welfare of children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- A commitment to the ethos and strategic direction of the school.
- Strong support for the School's mission and values.
- Be a good role model.